

U. S. NUCLEAR REGULATORY COMMISSION REGION I  
OPERATOR LICENSING REQUALIFICATION EXAMINATION REPORT

REQUALIFICATION EXAMINATION REPORT NO. 50-423/90-25 (OL-RQ)

FACILITY DOCKET NO. 50-423

FACILITY LICENSE NO. NPF-49

LICENSEE: Northeast Nuclear Energy Company

FACILITY: Millstone Nuclear Power Station, Unit No. 3

EXAMINATION DATES: October 29 - November 3, 1990

EXAMINERS: Joseph D'Antonio, USNRC, Operations Engineer  
William Maier, USNRC, Operations Engineer  
Tim Guilfoill, SONALYST

CHIEF EXAMINER: Joseph M. D'Antonio 11-26-90  
Joseph D'Antonio, Operations Engineer Date

APPROVED BY: Pete Eselgroth 11-26-90  
Pete Eselgroth, Chief, PWR Section Date

SUMMARY: Requalification examinations were administered to nine senior reactor operators (SROs) and four reactor operators (ROs). These operators included a simulator retake for one SRO and a retake of the complete examination for one RO. All operators passed the examinations by NRC grading. One SRO failed the simulator portion and another SRO failed the walkthrough portion of their examinations by facility grading. Based on these results, the facility's licensed operator requalification program was determined to be satisfactory.

DETAILS

TYPE OF EXAMINATION: Requalification

1. EXAMINATION RESULTS:

|             | RO<br>PASS/FAIL | SRO<br>PASS/FAIL | TOTAL<br>PASS/FAIL |
|-------------|-----------------|------------------|--------------------|
| NRC GRADING |                 |                  |                    |
| WRITTEN     | 4/0             | 8/0              | 12/0               |
| SIMULATOR   | 4/0             | 9/0              | 13/0               |
| WALKTHROUGH | 4/0             | 8/0              | 12/0               |
| OVERALL     | 4/0             | 9/0              | 13/0               |

|                   | RO<br>PASS/FAIL | SRO<br>PASS/FAIL | TOTAL<br>PASS/FAIL |
|-------------------|-----------------|------------------|--------------------|
| FACILITY GRADING: |                 |                  |                    |
| WRITTEN           | 4/0             | 8/0              | 12/0               |
| SIMULATOR         | 4/0             | 8/1              | 12/1               |
| WALKTHROUGH       | 4/0             | 7/1              | 11/1               |
| OVERALL           | 4/0             | 8/1              | 11/2               |

These results reflect more stringent grading criteria on the part of the facility, with two SROs passed by the NRC evaluated as unsatisfactory by the facility.

2. PERSONS CONTACTED:Northeast Utilities Personnel

\*Carl Clement ..... Director, Millstone Unit 3  
 \*Ron Stotts ..... Training Manager  
 Mike Gentry ..... Operations Manager  
 \*Bruce Parrish ..... Assistant Supervisor Operator Training  
 \*Charlie Ryan ..... Program Coordinator-L.O. Requal Training

U.S.N.R.C.

\*Joseph D'Antonio ..... Operations Engineer  
 \*William Maier ..... Operations Engineer  
 Tim Guilfoil ..... Examiner/Sonalyt  
 \*Ken Kolaczyk ..... Millstone 3 Resident Inspector  
 William Raymond ..... Millstone Site Senior Resident Inspector

\* Denotes those present at exit meeting.

3. PROGRAM EVALUATION RESULTS:3.1 Overall Rating: Satisfactory

The facility program for licensed operator requalification training was rated satisfactory in accordance with the criteria established in ES-601 "Administration of NRC Requalification Program Evaluation."

3.2 Program Strengths

The facility did a good job in revising simulator scenarios to comply with revision six to the examiner standards. They also did a thorough job of evaluating individual and crew performance during the administration of these scenarios.

The training department did an excellent job of planning and administering examinations. All phases of the examination ran within approximately an hour of the original schedule.

3.3 Program Weaknesses

The written exam material requires more thorough validation of both the questions and the answer keys. The material for the section A static simulator exams in particular required revisions to several questions and to the answer keys. There was also a tendency to give the operator too much information on static simulator initial conditions/briefings sheets as opposed to requiring the operators to determine plant conditions from the control boards. In addition, the facility consistently scored their operators higher than did the NRC, 2.5 points on average with a range of .24 points to as much as 5.29 points. This is discussed in detail in Section 4.

During the simulator scenarios, several instances occurred in which all the operators, including supervisors, clustered around displays/panels at the periphery of the control room, leaving no one watching the main boards.

During the walk-throughs, one operator had to be prevented from exiting a potentially contaminated area without frisking, and another operator failed to notify the control room prior to entering a switchgear area, as required by a plant precautionary sign.

#### 4. GRADING DISCREPANCY EVALUATION

The Chief Examiner compared facility grading of the written examinations to NRC grading to determine the reason for the large differences.

The reason for most of the difference consists of the facility grader accepting as correct answers that were not strictly in accordance with the answer key. In one case, this is due to a wording problem with a question which does not elicit the very specific answer in the key. In other instances, the key does not include all the information an operator may include in his response.

The reason for the remaining differences is due to instances where the facility awarded more partial credit than the NRC, especially where partial credit was not adequately indicated in the answer key.

These discrepancies do not reflect an inability of the facility to properly evaluate their operators. They do indicate a need for the facility to more extensively validate written exam answer keys and to use objective type exam material to a greater degree.

#### 5. EXIT MEETING

On November 3, 1990, the NRC conducted an exit meeting. Personnel in attendance are noted in paragraph 2 of this report. The comparative quality of the various portions of the exam and the strengths and weaknesses in paragraph 3 were discussed. The available NRC and facility exam results were compared. In addition, the facility was complimented on the particularly professional conduct of one evaluator. The facility acknowledged the NRC comments and stated that they thought the present requalification examination process was a good one.

Attachment: Licensee Letter Providing Final Results

ATTACHMENT 1

# NORTHEAST UTILITIES



THE CONNECTICUT LIGHT AND POWER COMPANY  
WESTERN MASSACHUSETTS ELECTRIC COMPANY  
NEW YORK WATER POWER COMPANY  
NORTHEAST UTILITIES SERVICE COMPANY  
NORTHEAST NUCLEAR ENERGY COMPANY

General Offices • Selden Street, Berlin, Conn. 06034

P.O. BOX 270  
HARTFORD, CONNECTICUT 06141-0270  
(203) 665-5000

RE: NUREG 1021, ES-601

November 16, 1990  
MP-90-1228

Dr. Lee Bettenhausen  
Chief, Operations Branch  
U. S. Nuclear Regulatory Commission, Region 1  
475 Allendale Road  
King of Prussia, PA 19406

REFERENCE: Facility Operating License No. NPF-49  
Docket No. 50-423  
NRC Requalification Examination Summary

Dear Dr. Bettenhausen:

During the week of October 29, 1990, Licensed Operator Requalification Examinations were administered to thirteen Millstone Unit 3 Licensed Operators and Senior Licensed Operators. These examinations were conducted in accordance with NUREG 1021, Operator Licensing Examiner Standards, section ES-601. Accordingly, the examinations were prepared, administered, and evaluated by both NRC and facility examiners.

Preliminary results of the facility evaluations for all portions of the examination were provided to Joe D'Antonio, NRC Chief Examiner, on November 3, 1990. Attached is a summary of our grades.

An evaluation of the examination results was performed to identify strengths and weaknesses, both individual and crew, and to identify necessary remediation and enhancements to the MP3 Licensed Operator Requalification Program content. The following is a summary, by examination environment, of the evaluation:

## SIMULATOR EXAMINATIONS

### STRENGTHS (CREW):

- o In general, teamwork and communications were good. Where appropriate, team members were involved in decision-making and shared with each other information concerning event strategy and inter-watchstation operations.

- o Use of Abnormal Operating Procedures (AOP's). The appropriate AOP's were referenced in a timely fashion and the actions carried out showed good familiarity with the affected systems and procedural content.

WEAKNESSES (INDIVIDUAL):

- o Operator B:
  - Properly referencing applicable Technical Specification Limiting Conditions for Operation.
  - Prioritizing multiple tasks.
  - Performance of JPM's.
- o Operator D:
  - Communications and Teamwork.
  - Knowledge of operation and location of Aux. Shutdown Panel Controls.
- o Operator I:
  - General lack of aggressiveness and input to decisions while in the Shift Supervisor position.
- o Operator J:
  - Knowledge of System Interrelations.
  - Knowledge of Control Board locations.
  - Implementation of EOP Steps.

Remedial programs will be implemented for operators B, D, and J.

WALKTHROUGH EXAMINATION

In general, the operators demonstrated satisfactory performance for the tasks examined.

One JPM was performed unsatisfactorily by more than one examinee. This JPM was:

- o Manual Evaluation of CSF Status Trees

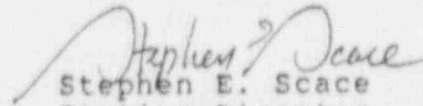
Deficiencies noted during the performance of this JPM will be addressed in accordance with the Licensed Operator Requalification Training Program.

WRITTEN EXAMINATION

Examinee performance on the written examination was satisfactory, showing a sound mastery of the learning objectives examined.

Yours truly,

NORTHEAST NUCLEAR ENERGY COMPANY



Stephen E. Scace  
Station Director  
Millstone Nuclear Power Station

Attachment  
SES/RGS/slc

c: Document Control Desk, US NRC  
B. W. Ruth, Manager, Operator Training, NU  
R. M. Kacich, Generation Facilities Licensing, NU  
J. D'Antonio, USNRC



ATTACHMENT  
 LORT EXAMINATION SUMMARY  
 WEEK OF OCTOBER 29, 1990  
 MILLSTONE UNIT 3

| Name       | Simulator<br>P/F | Static<br>15-Major | Static<br>8-Minor | Category<br>B | Written<br>Total | JPM's<br>No. Sat. | JPM Questions<br>No. Correct |
|------------|------------------|--------------------|-------------------|---------------|------------------|-------------------|------------------------------|
| OPERATOR A | P                | 22.3               | 23.3              | 43.9          | 89.5             | 5                 | 10                           |
| OPERATOR B | P                | 22.0               | 24.0              | 42.2          | 88.2             | 3                 | 9                            |
| OPERATOR C | P                | 23.2               | 21.3              | 48.4          | 92.9             | 5                 | 10                           |
| OPERATOR D | P                | 20.9               | 23.0              | 48.9          | 92.8             | 4                 | 10                           |
| OPERATOR E | P                | 23.1               | 25.0              | 44.4          | 92.5             | 5                 | 10                           |
| OPERATOR F | P                | 23.3               | 25.0              | 48.6          | 96.9             | 5                 | 10                           |
| OPERATOR G | P                | 22.2               | 25.0              | 42.8          | 90.0             | 5                 | 10                           |
| OPERATOR H | P                | 24.6               | 23.9              | 49.3          | 97.8             | 5                 | 10                           |
| OPERATOR I | F                | 21.7               | 19.0              | 40.0          | 80.7             | 4                 | 10                           |
| OPERATOR J | P                | 23.4               | 19.1              | 47.9          | 90.4             | 4                 | 9                            |
| OPERATOR K | P                | 23.0               | 25.0              | 45.6          | 93.6             | 5                 | 10                           |
| OPERATOR L | P                | 23.8               | 23.2              | 46.5          | 93.5             | 4                 | 8                            |
| OPERATOR M | P                | N/A                | N/A               | N/A           | N/A              | N/A               | N/A                          |